

## **Abstract**

**RESEARCH PAPER:** Nurses' Job Satisfaction in the Work Environment

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One of the most important factors in nurse job satisfaction is the work environment. The purpose of this cross-sectional study is to describe direct and indirect relationships among the practice environment, nurse-physician communications, and nurses' job satisfaction.

This is a replication of Manojlovich's (2005) study. The framework is Irvine, Sidani, and McGillis-Hall's (1998) Nursing Role Effectiveness Model. The study will be conducted at the Community Hospital Network in Indiana. The anticipated sample is 200

Registered Nurses working in Intensive Care Units throughout the Network. The Practice Environment Scale of the Nursing Work Index (PES-NWI) will measure job satisfaction in regards to the work environment. Nurse job satisfaction will be measured using both The Practice Environment Scale of the Nursing Work Index (PES-NWI) and The Index of Work Satisfaction. The ICU Nurse-Physician questionnaire will measure variables affecting nurse-physician communications. The findings will provide information for nurse managers that will improve nurse retention based on improved nurse-physician relationship.